



**PROVOST**  
US NAVAL WAR COLLEGE  
686 CUSHING RD  
NEWPORT RHODE ISLAND 02841-1207

12700  
Ser 01/0190  
27 Apr 21

From: Provost, U.S. Naval War College  
To: (b) (6)

Subj: PRE-ACTION INVESTIGATION APPOINTING LETTER

Ref: (a) SECNAVINST 12752.1A  
(b) 5 U.S.C. § 7513

Encl: (1) Administrative Investigations Guide  
(2) Sample investigation report

1. This appoints you, per references (a) and (b), to inquire into the facts and circumstances surrounding multiple allegations of unprofessional interpersonal behavior among faculty in the Strategy and Policy Department to include potential gender discrimination and deviation to instructions relating to the promotion and tenure process at the U.S. Naval War College, Newport, RI.

2. Guidance on conducting a pre-action investigation is provided in enclosures (1) and (2). Prior to beginning your investigation, you are requested to consult with (b) (6), Human Resources Specialist (Labor/Employee Relations), Naval War College, for specific guidance. (b) (6) can be reached at (b) (6).

3. You are not to make any opinions or recommendations based on the facts and circumstances of the incident. Report your findings of fact to the Provost no later than 28 May 2021, unless granted an extension of time.

4. The Command Counsel, (b) (6), is available to provide legal advice. (b) (6) can be reached at (b) (6) or (b) (6).

HICKEY,JAMES.E. Digitally signed by  
HICKEY,JAMES.E. (b) (6)  
Date: 2021.04.27 14:33:52  
-04'00'

JAMES E. HICKEY  
Interim

Copy to:  
HRO  
Command Counsel